

MILITARY MEDICS AND CORPSMEN PROGRAM

APPLICANT ACTION GUIDE



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ABOUT THE MMAC PROGRAM

Virginia's Military Medics and Corpsmen (MMAC) Program offers a path to careers, credentialing and continued caring in civilian healthcare

Goals:

Expedite: employment of transitioning or veteran service members with specialized medical skills

Facilitate: civilian healthcare education and credentialing while keeping clinical skills current

Offer: Virginia healthcare employers access to a pipeline of highly skilled and motivated individuals

Significance:

As the only program of its type in the nation, MMAC is changing the way healthcare hires veterans in Virginia. When medically-trained service members' transition to civilian life, their military healthcare training and hands-on patient care experience does not easily translate into comparable certifications/licenses required by the civilian healthcare profession. As a result, many are unemployed, underemployed and cannot apply their hard-earned skills. MMAC addresses this challenge.

MMAC is in partnership with the Virginia Community College System and educational organizations on a state and national basis. Together we are working to support translation of veterans' military experience and training into academic credit and shorten the path to various civilian credentials.

Background:

-Applies to Army Combat Medics, Navy/Coast Guard Corpsmen and Air Force Medical Technicians who are veterans 12-months post-discharge or transitioning service members 12-months pre-discharge

-Conducted in partnership with major healthcare employers in the Commonwealth of Virginia

-Participants gain civilian healthcare employment to keep their clinical skills sharp while obtaining education towards civilian healthcare credentialing

-The MMAC staff recruits worldwide and then reviews applicant's qualifications and refers qualified candidates to healthcare employers statewide

-The candidate hiring decisions, scope of practice and potential educational opportunities are determined by the applicant and healthcare employers.

ARE YOU MMAC MATERIAL?

IMPORTANT: All applicants must meet the eligibility criteria below.

Criteria #1: Be a veteran no longer than 12-months post-discharge or a member of the US Guard or Reserve Component. Applicants can also be a transitioning service member (TSM), or on terminal leave no longer than 12-months pre-discharge.

Criteria #2: Provide proof upon request of military service and honorable/general discharge (Form DD214).

Criteria #3: Must have been a Navy or Coast Guard Corpsman, Army Medic, or Air Force Medical Technician.

Criteria #4: Shall have last performed hands-on patient care utilizing the skills and procedures in the MMAC General Scope of Practice no later than 12-months prior to application date. At the discretion of the healthcare employer, for certain skills or procedures, training may be substituted for performance.

Criteria #5: If applicable and required, must agree to comply with the Partner Healthcare System (PHS) Memo of Agreement/General Scope of Practice. Deviations from this guidance may result in MMAC Program disqualification and may lead to termination of offer or employment with the healthcare employer. Required and/or allowable skills may vary by employer.

Criteria #6: Must be available and intending to accept employment in Virginia upon presentation of a job offer and start date.

Criteria #7: Submit a civilian-style resume of no more than 3 pages (PDF document only) with the MMAC online application. Be prepared to provide additional military and/or civilian professional documents as requested on a case-by-case basis. This may be JST, METC Transcript, VMET or current civilian credentials.

Criteria #8: Must be currently enrolled or enrolled in a credentialed educational program within one year of MMAC Program application.

Criteria #9: Any MMAC applicants who are active-duty service members and/or Transitioning Service Members (TSM) who have a hiring start date more than 5-months before discharge or retirement will be considered as seeking off-duty employment (ODE). All service members and TSMs must obtain written approval by their Commanding Officer prior to civilian employment. Documentation must be available upon request. All ODE will be subject to both the approval of the Commanding Officer and healthcare employer.

FREQUENTLY ASKED QUESTIONS

What is the Primary Goal of the MMAC Program?

Answer: MMAC provides a pathway to employment for transitioning and recently discharged U.S. military service members who served in the capacity of a medic, medical technician or corpsmen. The program helps to keep their clinical skills sharp by permitting them to apply certain approved skills and procedures allowed in military healthcare but not in civilian healthcare. The permitted skills will vary by healthcare employer. In cooperation with our Partner Healthcare Systems (PHS) and other healthcare employers, the program may facilitate education and credentialing support and opportunities, but will not issue licenses or certifications.

Who is Qualified to Participate?

Answer: Eligible candidates will be a transitioning or honorably or generally discharged U.S. military service members no longer than 12-months post-discharge or members of the US Guard and Reserve component. They must have served as an Army Medic, Navy/Coast Guard Corpsman, or Air Force Medical Technician.

I'm Ready to Join the MMAC Program How Do I Apply?

Answer: www.dvs.virginia.gov/education-employment/military-medics-and-corpsmen-program

How Are Applicants Screened?

Answer: Applicants are evaluated and approved by MMAC staff prior to referral to our PHS or other healthcare employers. The applicants must have last applied hands-on patient care skills indicated in the PHS's Memo of Agreement/General Scope of Practice no later than 12 months prior to application date. The required skills and timeframes may vary by PHS. Candidates may be required to demonstrate skills proficiency.

Are MMAC Program Participants Employees of the Healthcare Systems?

Answer: Yes. All participants follow the employer's standard application, screening and employment process.

Is There a Charge or fee for this Program?

Answer: No.

Who Approves the Skills and Procedures Practiced?

Answer: The leadership of the healthcare employer reviews and approves the MMAC Memo of Agreement/General Scope of Practice which outlines the permitted clinical skills/procedures.

Who will Supervise the Employees of the Healthcare Systems?

Answer: They will be under the supervision of a physician and/or designated member of the nursing staff.

What is the Pay Rate?

Answer: The pay rate, full, part-time, hourly or PRN status and/or benefits are at the discretion of the healthcare employer. Rates vary based on experience, position and geography.

What if I'm Not Qualified to Participate in the Program or Not Hired by an MMAC Partner?

Answer: No Medic or Corpsman will be left behind! You will be referred to our DVS Veterans Transition Assistance Program (VTAP) and our Virginia Values Veterans (V3) healthcare employers.

Are Military Spouses Eligible?

Answer: No. Our legislative directive applies to honorably/generally discharged U.S. military service members only. However, employment support for spouses is offered by our agency through VTAP.

What State Agencies Approved this Program?

Answer: The MMAC Pilot Program is authorized in the Code of Virginia Section 54.-2901. In part it states: *"Personnel may practice and perform certain delegated acts that constitute the practice of medicine under the supervision of a physician or podiatrist who holds an active unrestricted license in Virginia."* The MMAC General Scope of Practice (GSOP) was reviewed and approved by the Virginia Department of Health, Office of Licensure and Certification and the Virginia Department of Health Professions. The Virginia Attorney General's Office and the Virginia Hospital and Healthcare Association reviewed and also provided input.

How Do I Get More Information about MMAC and other DVS Services for Veterans?

Answer: www.dvs.virginia.gov or email: mmac@dvs.virginia.gov

Does My Military Training and Experience Count Towards Civilian Education Credits?

Answer: Maybe. Many educational programs do award credits for prior military training and education. When selecting a program do your research. If you are considering a local community college, you may be able to complete the degree or certificate you need for your civilian healthcare credentials faster and at a lower cost with the help of the Virginia Community College System's Credits2Careers website. Log on to create a C2C account and load your military transcript to get a complete estimate of college credits for your military experience and training. On C2C you can also explore careers, find degrees that help your career, search jobs...and more! Click this link to sign up: www.credits2careers.org

THE MMAC REFERRAL PROCESS

MMAC QUALIFIED: REFERRED TO MMAC PARTNER HEALTHCARE SYSTEMS (PHS)

You will be referred to our Partner Healthcare Systems with a General Scope of Practice (GSOP) that allows you the maximum opportunity for you to apply your clinical skills and experience.

- Honorably/Generally discharged Army Medic, Navy/Coast Guard Corpsman, Air Force Medical Technician
- Completed General Scope of Practice (GSOP) provided with application
- Performed majority of GSOP skills/procedures within 12 months of MMAC application date
- Provided MMAC staff DD214 if requested
- Provided a properly formatted civilian resume
- All other criteria met as listed in the Are You MMAC Material? section of this guide.

NO MEDIC OR CORPSMAN LEFT BEHIND: REFERRED TO PARTNER OR PILOT HEALTHCARE SYSTEM OR VIRGINIA VALUES VETERANS (V-3) HEALTHCARE EMPLOYERS

You will be provided a listing of MMAC Pilot Program Participants (those who do not yet offer the MMAC GSOP) and Virginia Values Veterans Program (V3) healthcare employers. See pages 8-10 for details.

- Honorably/Generally discharged from of the other military medical specialties or an Army Medic, Navy/ Coast Guard Corpsman, Air Force Medical Technician
- Completed General Scope of Practice (GSOP) provided with application
- GSOP skills performed beyond 13 months of MMAC application date
- Provided a properly formatted civilian resume
- Provided MMAC staff DD214 if requested
- All other criteria met as listed in the Are You MMAC Material? section of this guide.

REFERRAL PENDING:

- Required documents incomplete
- All required documents not fully submitted to MMAC staff
- Resume incomplete or not properly formatted
- Non-responsive to phone or email.

OUR PARTNER/PILOT **HEALTHCARE SYSTEMS AND** **V3 HEALTHCARE EMPLOYERS**

The healthcare employers listed below have signed the MMAC Memo of Agreement/General Scope of Practice. These employers allow the maximum opportunity for you to apply your clinical skills and experience.

MMAC Partner Healthcare Systems:

BON SECOURS VIRGINIA HEALTH SYSTEM:

<http://careers.bonsecours.com/job-search-results/?keyword=MMAC>
<https://bonsecours.com/richmond/about-us>

CHESAPEAKE REGIONAL HEALTHCARE:

<https://chesapeakeregional.com/about-us/careers/job-board>
<https://chesapeakeregional.com/about-us>

RIVERSIDE HEALTH SYSTEM:

<https://riversideonline.com/careers/employment/>
https://riversideonline.com/about_riverside/index.cfm

MMAC PILOT/V3 HEALTHCARE EMPLOYERS

The healthcare employers listed below are MMAC Pilot Program Participants without a signed MOA/GSOP or are Virginia Values Veterans Program (V3) Enrolled or V3 Certified Healthcare Employers.

MMAC Pilot Program Participants:

Carilion Clinic <http://carilionclinic.jobs/>

INOVA Health System <http://www.inovacareers.org/search-jobs-external-candidate.aspx>

SENTARA <http://www.sentaracareers.com/career-opportunities/>

Mountain States Health Alliance <https://www.mountainstateshealth.com/careers>

V3 Enrolled or Certified Companies:

Central State Hospital

<http://jobs.virginia.gov/>

Children's Hospital of the King's Daughters

<http://www.chkd.org/Careers/>

Commonwealth Center for Children & Adolescents

<http://jobs.virginia.gov/>

CVS Health

<https://jobs.cvshealth.com/>

DaVita Dialysis

<http://jobs.davita.com/jobs/?location=Virginia>

Eastern State Hospital

<http://jobs.virginia.gov/>

Eggleston Services

<http://www.egglestonservices.org/>

Gateway Healthcare Professionals

<https://www.gatewayhealthpros.com/jobs>

Healthcare Corporation of America (HCA)

<https://hcahealthcare.com/careers/>

Kasey Care Home Care Services LLC

<https://www.indeed.com/cmp/Kasey-Care,-LLC>

Mary Washington Healthcare

<http://www.mwhcareers.com/search-jobs.html#.Wa4VgP6ovm4>

McKesson Medical-Surgical

<http://www.mckesson.com/careers/>

MEDIKO PC

<http://www.medikopc.com/career-opportunities/current-open-positions/>

Oval Beach, LLC DBA Comfort Keepers

<http://manassas-978.comfortkeepers.com/home/about-us/careers>

Potomac Healthcare Solutions, LLC

<http://www.potomachealthcare.com/>

Prestige Home Health Care Agency and Services

<http://prestigehhca.com/jobs/>

Quest Diagnostics

<http://www.questdiagnostics.com/home/about/careers.html>

Richmond Ambulance Authority

<http://www.raaems.org/careers/>

Senior Services of Southeastern Virginia

<https://www.care.com/b/l/senior-services-of-southeastern-virginia/norfolk-va>

Stay at Home Personal Care

<https://www.careadvantageinc.com/careers/>

Sunrise House Adult Day Care

<http://www.sunrisehouse.net/>

Virginia Department of Corrections (VADOC)

<http://jobs.virginia.gov/>

Virginia Department of Health (VDH)

<http://jobs.virginia.gov/>

Virginia Department of Health Professions

<http://jobs.virginia.gov/>

Virginia Department of Medical Assistance Services

<http://jobs.virginia.gov/>

Virginia Department of Social Services

<http://jobs.virginia.gov/>

Virginia Premier Health Plan, Inc.

<http://www.mma-midatlantic.com/careers/>

Western State Hospital

<http://jobs.virginia.gov/>

Zeiders Enterprises

<http://www.zeiders.com/career-areas/>

THE MMAC GENERAL SCOPE OF PRACTICE

Important Information: This MMAC General Scope of Practice (GSOP) describes the clinical skills and procedures allowed to be performed at the MMAC Partner Healthcare Systems (PHS). The MMAC GSOP will vary by PHS. *Qualified applicants must have last performed hands-on patient care utilizing the skills and procedures in the MMAC GSOP no later than 12 months prior to application date.* For certain skills or procedures, training may be substituted for performance. All other duties are as assigned by the PHS. All MMAC applicants referred to the PHS must comply with MMAC GSOP, the PHS Job Description and/or employment contract. No deviations from this guidance will be allowed and may result in automatic disqualification from MMAC program or may lead to termination of offer or employment with the PHS.

General Scope of Practice: If properly trained and deemed competent by the supervising physician/podiatrist and under the supervision of a physician/podiatrist, the Critical Care Technician (CCT) (title may vary) may:

- 1.) Obtain patient health history, chief complaints, medication history, and identification of health related conditions that may impact the patient's health status.
- 2.) Evaluate patients for emergency medical conditions, order appropriate diagnostic studies and perform a wide range of treatment procedures under the direction of the supervising physician/podiatrist.
- 3.) Assess patient status to keep the supervising physician/podiatrist informed of any change or need for additional treatment.
- 4.) Assist in behavioral/psychiatric situations to include crisis intervention, management of aggressive or suicidal psychiatric patients, and one-to-one observations.
- 5.) Recognize life threatening situations and act to correct these according to established national or facility protocols. Must be able to operate specialized medical equipment such as defibrillators, electrocardiographs, and oxygen apparatus.
- 6.) Assist physician/podiatrist with complex, specialized, and potentially life threatening procedures such as defibrillation, cardioversions, insertion of chest drainage tubes, or initiation of mechanical ventilation to restore normal physiological function or prevent deterioration of patient's condition.
- 7.) Perform triage duties as assigned. In this situation have expertise in the use of specific triage tools, the Emergency Severity Index (ESI) triage tool, or be trained in its use prior to conducting triage evaluations.
- 8.) Conduct or assist with the training of personnel in CPR, basic, and advanced emergency medical care techniques, if appropriately trained and qualified.
- 9.) Conduct or assist with community health programs, blood pressure and glucose screenings, flu immunizations, etc.
- 10.) Transport patients monitored and unmonitored patients to diagnostic procedures and/or inpatient units in the facility.

Skilled Care:

- 11.) Perform airway management using Bi Level Positive Airway Pressure (BIPAP) and advanced airway techniques, to include the use of Laryngeal Mask Airway (LMA) and oral intubations using laryngoscope, if properly trained, credentialed and privileged. This requires understanding in the use of pulse oximetry, capnometry, capnography, or other secondary confirmation methods to ensure correct placement of emergency advanced airway devices.
- 12.) Perform dressing changes, wound management, suture removal, repair of simple lacerations, Foley catheter insertion, splint, binder and bandage applications, and performance of tracheotomy care.
- 13.) Conduct specimen collection, preparation and transfer to the lab for processing of blood, tissue, urine, stool and sputum.
- 14.) Monitor and obtain test results as soon as available and informs physicians/podiatrist promptly to facilitate patient care.
- 15.) Start peripheral and EJ IVs
- 16.) Perform venipuncture
- 17.) Perform ear irrigation
- 18.) Perform nasogastric lavage
- 19.) Perform incision and drainage of abscesses
- 20.) Administer enemas
- 21.) Perform splinting

Simple Wound Care:

- 22.) Provide suture removal
- 23.) Perform nail removal
- 24.) Conduct suturing of simple one-layer lacerations not on face, neck, or hands
- 25.) Perform skin stapling - scalp lacerations
- 26.) Apply Steristrips™
- 27.) Apply Dermabond™

Diagnostics:

- 28.) Obtain vital signs
- 29.) Perform EKG
- 30.) Apply rapid strep swabs
- 31.) Perform urine dip
- 32.) Perform urine pregnancy test
- 33.) Perform visual acuity test

Medication Administration Under the Direction and Supervision of a Prescriber:

- 34.) Administer Oxygen
- 35.) Administer basic IV fluids
- 36.) Administer nebulizer medications
- 37.) Administer limited PO meds
- 38.) Administer IM meds
- 39.) Administer IM Immunizations/vaccines

Important Note: As part of the application process, all MMAC applicants will acknowledge and affirm their status relating to skills/procedures in the MMAC General Scope of Practice. Providing false information may lead to disqualification from participating in the Military Medics and Corpsman program and may lead to withdrawal of offer or termination of employment by the healthcare employer.

SEVEN STEPS TO SUCCESS IN CIVILIAN HEALTHCARE

STEP 1 - RELAX:

- CONGRATULATIONS, you got the job in civilian healthcare!!
- Your transition has begun. The civilian and military healthcare systems have many similarities in the delivery and continuity of patient care. However, civilian culture, leadership structure, operations, regulations, and management systems will be different than you are used to.
- It is great to hit the ground running after military service. Keep in mind, “pace yourself” and allow time to learn about your new colleagues, corporate culture and civilian career.

STEP 2 - RELEASE:

- It’s time to mentally and physically replace those dog tags with a hospital ID tag. The primary goal of military healthcare is to preserve the health and wellness of the war fighter and those who support the mission. Now, it is time to embrace your new organization’s vision of providing top-quality, safety-focused and cost-effective healthcare to Virginia’s communities and families.
- Drop preconceived stereotypes you may have of the civilian workforce and civilian healthcare systems. Approach your new workplace with an observant, open-minded and flexible attitude.
- It will take time to learn, connect and find your “fit” on the team. Transition is easier for some veterans as opposed to others. You may feel disoriented at first. Don’t be too hard on yourself; the military lifestyle is totally different than civilian workforce.

STEP 3 - RESEARCH:

- Establish a strong foundation for a new mission in your civilian healthcare career. Know your healthcare system’s goals, vision and values. This will give you a sense of direction and “big picture” view of the organization.
- Identify the unifying factors between civilian and military healthcare to help you familiarize yourself with your new healthcare organizational culture, norms and practices.
- Remember your military career started with basic training. Actively participate in new employee required and optional orientation sessions, educational in-services and seminars.

STEP 4 - REALIZE:

- Many of your civilian counterparts have patriotic hearts and appreciate your military service. Some may even have a connection to military service. However, they may not understand where you come from, where you have been or your training and capabilities. You now have an opportunity to educate your civilian colleagues and help them better understand those who have served in the armed forces.
- Despite the vast experience of military medical professionals, you may encounter concern or skepticism about allowing unlicensed/credentialed staff to perform clinical procedures under the MMAC Program. Let your experience, demeanor and delivery of quality patient care build their confidence and trust in you and the medics and corpsmen that follow in your footsteps.
- It is vital that you become a valuable and capable “fit” as part of your new team. Show the value of your military experience by being flexible and accountable, show initiative, focus and leadership abilities. Perform for the good of the team by demonstrating confidence, poise and your ability to handle stressful situations.

STEP 5 - DEMONSTRATE:

- Military personnel are known for precise communication, individual accountability, impeccable execution and natural leadership. All four skills are in high demand in civilian healthcare. You offer military bearing and clinical skills, but on the flip side, be aware of subtle or overt behaviors that may come from your years in military service.
- A few examples of behaviors to avoid:
 - Beware of rigid or “stiff,” aggressive or demanding body language and speech. Avoid the “knife hand” gesture or sitting/standing at “parade rest”.
 - Be very respectful at all times and use appropriate professional titles but it’s not necessary to address all your professional contacts as Sir or Ma'am. You don’t have to salute your chief nurse or supervising physician! You can typically address them by their first name unless told otherwise. However, most physicians prefer the “Doctor” title to be used.
 - Don’t use military jargon such as civilian time vs. military time, meters vs. miles, or military medical or operational acronyms.
 - In high-stress situations be sensitive to reverting to demanding or “command-type” verbal and nonverbal communication.
 - Don’t get frustrated if you experience the “hurry up and wait” or “no discussion, get it done” mentality you may have dealt with in the military. This happens in every workplace.
 - Tobacco use in healthcare facilities and within medical property is no longer acceptable or permitted. Consider starting a tobacco cessation program before applying. The major benefits include improving your productivity, health and overall wellness.

STEP 6 - CONNECT:

- Employers appreciate the qualities ex-military personnel bring to the civilian workplace. Show how your personality will fit in well with their other employees' personalities. It is critical to remember that some cultural norms which lead to great success in the military environment may be ineffective or counterproductive in the civilian world. Put your best foot forward as you are meeting new staff by keeping your positive energy levels up and your stress levels down. Stay in learn mode, get plenty of exercise and rest. Try to engage in social activities you enjoy.
- Tap the in-house resources at your disposal as you ease into a new working environment. Check out your Employee Assistance Program (EAP) for a variety of transition and on-going support options. Many veterans miss the camaraderie of military life. This is the perfect time to share your service and ask about military affinity committees or Veteran Employee Resource Groups.
- Consider making community connections. There are numerous groups and organizations that bring veterans together to help each other with career transition and support, volunteering, and stabilizing your life as a civilian. Share your MMAC story and how it helped your transition and career goals. "Pay it Forward" to help other medics and corpsmen and their families.

STEP 7 - COLLABORATE:

- As a part of MMAC, you are on the pathway to becoming a credentialed civilian healthcare provider. It is vital that you formulate and execute an action plan to gain credentialing. Training may be possible with your new employer's in house and/or a local education program. Take control of your career development: learn new skills, identify courses and participate in in-service training whenever possible. Talk about your career and educational development goals with your supervisor, in-house educational or HR staff and your experienced colleagues.
- Share your story! As a military medical professional you have been exposed to a wide range of unique treatment situations, perhaps even providing healthcare in a combat zone. Don't hesitate to share your experiences when and where appropriate.
- Share your knowledge! You bring a host of talents to the civilian healthcare system. Traits like self-discipline, attention to detail, creativity, confidence, communication, focus, and high regard for structured leadership come naturally to those who have served our country. Let them shine.

SOURCES AND RESOURCES:

<https://www.dvsv3.com/downloads>

<http://www.aha.org/content/14/hiringveteranstoolkit.pdf>

<https://www.va.gov/vetsinworkplace>

<http://www.military.com>

<https://www.govloop.com>

<http://maketheconnection.net>

<https://recruitmilitary.com>

EDUCATION & CREDENTIALING RESOURCES

Virginia Department of Veteran Services (VDVS) Transition and Education Resources

State Approval Authority (SAA)

<https://www.dvs.virginia.gov/education-employment/state-approving-agency/>

804-225-2298 or e-mail: saa@dvs.virginia.gov

Virginia Transition Assistance Program (VTAP)

<https://www.dvs.virginia.gov/education-employment/virginia-transition-assistance-program-vtap/>

804-786-8060 or e-mail: vtap@dvs.virginia.gov

Department of Veterans Affairs Benefits (VA)

Web Enabled Approval Management System (WEAMS)

<https://inquiry.vba.va.gov/weamspub/buildSearchInstitutionCriteria.do>

Yellow Ribbon Program

https://www.benefits.va.gov/GIBILL/yellow_ribbon.asp

Credentialing/Licensing/Education Resources

Virginia Department of Health Professions (VDHP)

<https://www.dhp.virginia.gov/>

Military Credentialing

<https://www.dhp.virginia.gov/About/MilitaryCredentialing.htm>

List of Professions Regulated

<https://www.dhp.virginia.gov/profbyname.asp>

Statutory and Regulatory Requirements for Initial Licensure

https://www.dhp.virginia.gov/About/docs/StatutoryRegulatoryReqForInitialLicensure_Oct2012.pdf

Office of EMS, Virginia Department of Health (VDH OEMS)

<http://www.vdh.virginia.gov/OEMS/>

Virginia Board of Medicine

https://www.dhp.virginia.gov/Medicine/medicine_forms.htm

Virginia Board of Nursing

http://www.dhp.virginia.gov/Nursing/nursing_edprogs.htm

<http://www.dhp.virginia.gov/Nursing/programs/ChoosingEducationPrograms.pdf>

Virginia Community College System (VCCS) Veterans & Military Education Contacts:

<http://www.vccs.edu/students/veterans/veterans-military-contacts/>

Credits for Military Prior Learning: www.credits2careers.org

Veteran's Healthcare Education and Scholarship Online Resources

National Institutes of Health (NIH) Undergraduate Scholarship Program:

<https://www.training.nih.gov/programs/ugsp>

National Institutes of Health (NIH) Loan Repayment Programs:

<https://www.lrp.nih.gov/eligibility-programs#programs>

Health Resources and Services Administration (HRSA) Grants:

<https://bhw.hrsa.gov/grants>

Health Resources and Services Administration (HRSA) Loans and Scholarships:

<https://bhw.hrsa.gov/loansscholarships/schoolbasedloans>

HRSA Health Professional Shortage Areas (HPSA) Loans and Scholarships:

<https://bhw.hrsa.gov/loansscholarships>

Official GI Bill Website:

<http://www.benefits.va.gov/gibill/>

Post 9/11 GI Bill Website:

http://www.benefits.va.gov/gibill/post911_gibill.asp

Yellow Ribbon Program:

http://www.benefits.va.gov/gibill/yellow_ribbon.asp

Veterans United Foundation:

<http://www.enhancelives.com/scholarships>

Pat Tillman Foundation:

<http://pattillmanfoundation.org/apply-to-be-a-scholar/>

Marine Corps Scholarship Foundation:

<https://www.mcsf.org/>

American Legion:

<http://www.legion.org/scholarships>

Veterans of Foreign Wars:

<http://www.vfw.org/Scholarship/>

AMVETS:

<http://www.amvets.org/amvets-in-action/scholarships/>

The Military Order of the Purple Heart:

<http://www.purpleheart.org/Scholarships/>